

# Cupertino Employees Association



NEGOTIATIONS 2022

## Correspondence

### TENTATIVE SIDE LETTER AGREEMENT BETWEEN THE CITY OF CUPERTINO AND CUPERTINO EMPLOYEES' ASSOCIATION RE: MEDICAL AND DENTAL INSURANCE REOPENER

DATE: July 14, 2022 TIME: AM / PM

The City of Cupertino and the Cupertino Employees' Association agree to reopen negotiations related to City/employee cost share for medical and dental insurance as specified under Section 13.1 of the Memorandum of Understanding for FY23-24 and FY24-25 upon the California Department of Tax and Fee Administration's (CDTFA) completion of the sales tax review, but in no event later than March 1, 2023.

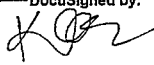
Unless otherwise stated, the provisions of this Side Letter Agreement supersede any inconsistent or conflicting provisions of the parties' Memorandum of Understanding, effective July 1, 2022 – June 30, 2025 ("MOU"). All other provisions of the parties' MOU shall otherwise remain in full force and effect.

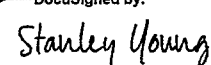
This side letter shall automatically sunset upon the expiration of the 2022 – 2025 MOU.

Tentatively agreed to on this 14th day of July, 2022, by the parties' authorized representatives, subject to CEA membership approval and City Council's ratification.

**For the City**

**For the Union**

DocuSigned by:  
  
7/20/2022  
Date  
Kristina Alfaro  
Director of Administrative Services

DocuSigned by:  
  
7/20/2022  
Date  
Stanley Young  
Representative/Organizer

# Cupertino Employees Association



**NEGOTIATIONS 2022**

## Correspondence

DocuSigned by:  
*Vanessa Guerra* 7/20/2022  
429A45E4932348A...  
 Vanessa Guerra Date  
 Human Resources Manager

DocuSigned by:  
*Alex Corbalis* 7/20/2022  
0942E108AA2842B...  
 Alex Corbalis Date

DocuSigned by:  
*Christopher Boucher* 7/19/2022  
5514A803211641A...  
 Christopher Boucher Date  
 Labor & Employment Counsel

# Cupertino Employees Association



**NEGOTIATIONS 2022**

# Correspondence

## TENTATIVE SIDE LETTER AGREEMENT BETWEEN THE CITY OF CUPERTINO AND CUPERTINO EMPLOYEES' ASSOCIATION RE: COVID-19 EMPLOYEE RECOGNITION COMPENSATION

**DATE:** July 14, 2022                      **TIME:**                      **AM / PM**

In recognition of employees' contributions throughout the COVID-19 pandemic, the City will pay all bargaining unit members, employed with the City on date of payment, a one-time, non-pensionable lump sum off-salary schedule payment of \$3,800, which shall be subject to all applicable payroll tax and withholding. The parties agree that this one-time payment shall not be PERSable (i.e. counted towards base salary or final compensation for CalPERS retirement calculation).

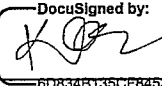
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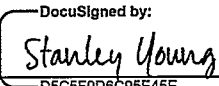
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**For the City**

**For the Union**

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Kristina Alfaro                      Date  
Director of Administrative Services

DocuSigned by:  
  
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\_\_\_\_\_  
Stanley Young                      Date  
Representative/Organizer

# Cupertino Employees Association



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Christopher Boucher 7/19/2022  
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Labor & Employment Counsel